

# SIWELA CANES LAZY WORKERS

The Vice-Chancellor Professor Andrew Siwela has deplored bad work habits exhibited by some workers at UNZA. In a highly charged address during this year's Labour Day Awards Presentation Ceremony last Friday Professor Siwela condemned what he called the 'They versus us' attitude some workers portray.

The Vice-Chancellor added that the success of the University as a centre of Excellence in Teaching Research and Public Service depended on our collective efforts and not entirely in the hands of Management. 'We have an institutional strategic plan for the period 1994-98 in which we have clearly stated our mission objectives and which we are implementing in order to revitalise this institution to meet with challenges of a rapidly changing environment as we move towards year 2000', he said.

Professor Siwela added that UNZA is charged with the responsibility of developing the young men and women the nation had entrusted "into our hands into education, mature and responsible individuals on which our future depended".

He condemned negative attitudes towards work, authority and total lack of respect for others including Management and highlighted some specific examples of negative attitudes:

a) Re-introduction of bus service for workers. Despite Management having set aside and made available funds for the repair and refurbishing of the buses, 'your own rank and file delayed the repairs for

no special reason until the Deputy Vice-Chancellor and the Bursar had to personally supervise the repairs', he commented.

b) Rehabilitation of the sewage system, the water reticulation system, leaking roofs, the academic infrastructure, the computer centre etc. have attracted similar negative comments from junior workers in the University.

c) Negative attitude for the improvements the Horticultural Officer and his team are making to the University Grounds;

d) Reporting for work late and knocking off early;

The Vice-Chancellor condemned loitering and rumour mongering which had become the order of the day in the University even when answers could be sought and obtained from relevant officers. 'Most of the workers would rather get half truths, transform these into plain lies and use them to poison the minds of others of what benefits is this to you as an individual? In what way does this benefit the institution and therefore the youth we have to develop into responsible citizens as an assurance for our future? What is our investment into that secure future?' professor Siwela asked.

In spite of all this,' he continued 'Management is being innudated with demands which do not correspond to the individuals contributions and productivity. UNZA is a public institution and is not a charity. We all must be accountable to the public on whom we depend.

We all must justify, through performance.'

The Vice-Chancellor also condemned the 'They' versus 'Us' attitudes. He said that UNZA was not Siwela or Mwenechanya. 'UNZA is all of us and is for all of us from the lowest to the highest offices,' Professor Siwela commented. He continued that what was going on at campus was not only retrogressive but most unfortunate. 'We introduced the suggestion box and the Mid-week Flier in order to keep the University community well informed. This has been turned into a mouth piece for disgruntled workers. How unfortunate'', he lamented.

The Vice-Chancellor finally appealed to UNZAAWU, and the Senior Staff Association Executive to embark on worker education programmes so that work habits and work ethics change for the better.

Management will source funding to support such progressive activities. The future of the country depends on the performance of our institutions of higher learning and that means all of us', Professor Siwela ended.

## UNZALARU EXECUTIVES PAID IN FULL

All UNZALARU Executives and other dons affected during the strike will this month get all their money.

Since the decision by the Court to reinstate them was for all, the Administration thinks that it is unfair not to pay the others the one month/two months salaries they had lost.

The Vice-Chancellor, Professor Andrew Siwela has confirmed that all those affected will get their money through this month's payroll.

# RESOLVE WORKERS' PROBLEMS - NKOLE

The two workers' unions and the Senior Staff Association at the University of Zambia have called upon Management to urgently resolve problems that have rocked the institution in the past year.

Speaking during this year's Labour Day Awards Presentation UNZAAWU Branch Chairperson Mrs Febby Nkole said problems ranged from dissatisfaction in the manner workers had been treated, leading to low morale and to even the taking of strike action.

It is the duty of both Management and all workers to ensure that these problems are resolved," she said.

She added that most of the workers in the University had a strong sense of job insecurity. 'With job insecurity there comes a sense of helplessness which affects productivity and efficiency', she quipped.

Mrs Nkole pointed out to the Vice-Chancellor that conditions of service were another important issue. 'It is often said that UNZA employees, Academic and Non-academic have no conditions service. This may largely be true because on many occasions, Management has either unilaterally scrapped or suspended the enjoyment of certain conditions of service. This invariably leads to conflicts which may not be easy to resolve,' she warned.

She called on Management recognition of the existence of mutual interest. 'This recognition must go beyond mere lip service and must be translated in practical terms. It has sometimes happened that when conditions of service are negotiated, Management has failed to implement them. Where these have been implemented, it has sometimes been after a protracted and often highly volatile conditions', Mrs Nkole said.

She continued that we appreciate that UNZA depends for its funding on the government which has to strictly follow the expenditure prescriptions by the IMF and World Bank. 'UNZA as an educational institution must be exempted and spared from any attempt directed at stifling and compromising the Manpower training needs of the country', Mrs Nkole stressed.

She also lamented the strategic plan document which in some place spelt out the policy as well as structural initiatives which UNZA would implement between

1994-98. 'Much of what is outlined in this document directly affects the conditions of service of staff and its manpower levels. In some cases it inevitably prescribes what I will call 'Industrial Capital Punishment' she said.

However, Mrs Nkole said that there was no doubt that the strategic plan was well intended but it lacked the support of many workers and this was mainly due to ignorance of its contents, objectives and the background information. 'UNZALARU, UNZAAWU and Senior Staff have agreed to host selected workshops for their core members to explain the Strategic Plan and what it intends to achieve. In this regard we ask Management to sponsor these workshops,' she said.

Mrs Nkole finally appealed to all the workers in the University and Management to cultivate a new culture of co-operation, mutual respect for greater productivity and efficiency.

Management needs and deserves our co-operation much as we need Management's co-operation in all our efforts to build the University', she ended.

## UNZAAWU IN PAY BONANZA!

*The University of Zambia and Allied Workers Union (UNZAAWU) yesterday clinched a 30% salary rise effective January 1995. The Acting Registrar Mr Saeli Muyunda confirmed the signing of the Collective Agreement between UNZAAWU and UNZA Management representatives yesterday. "It is true we signed the document yesterday. Submissions have now been made to government for funding and it will depend on how soon we get the money so that we can effect the new salaries," he said. Asked whether the six months arrears will be paid in parts or lump sum Mr Muyunda said: "It will depend on the amount the government gives us." He further disclosed that an additional 10% will be paid from July to December, 1995. He also revealed that in view of numerous court actions witnessed in the past year Management had to be a little cautious on negotiations and did not want to hurry hence the delay in completing the negotiations in June. Originally Management had set April to complete negotiations. He thanked both his colleagues and Union leaders for the job well done.*

## JAPANESE HAND-OVER BUILDING

The Deputy Vice-Chancellor, Professor Jorry Mwenechanya, officially received keys to the US\$300,000 facility funded by the Japanese International Co-operation Agency (JICA), on 1 June, 1995 in front of the Animal Infections Facility Building, from the Japanese Ambassador, Mr Tadashi Masui.

Accepting the keys, Professor Mwenechanya said that this was an occasion to renew 'our expression' of gratitude to JICA and their government, that is, both UNZA and the entire country of Zambia. 'We are deeply indebted to JICA for its continuous assistance in our effort to develop UNZA's School of Veterinary Medicine', he said.

The Acting Dean of the School of Veterinary Medicine, Prof. Omengebe also thanked JICA for their continuous support and pledged to make good use of the facility.

The Japanese Ambassador, The Deputy Vice-Chancellor, the Acting Dean of the School and others toured the facility and viewed the rooms where research studies on Animal Infections Disease will be carried out.

A small reception to honour the occasion was later held.

## APPOINTMENTS

**CHANDA, M.N. (DR)**  
has been appointed to act as Head of the Development of Mining Engineering during the absence of Professor R. Khishna from 2 June to 10 July, 1995.

**YEROKUN, O., (DR)**  
has been appointed to act as Head of the Department of Soil Science in the School of Agriculture during the absence of Dr B.H. Chishala from 21 June to 14 July, 1995.

**KAPAMBWE, H., (MR)**  
has been appointed to act as Assistant Medical Officer in the UNZA Clinic during the absence of Mr P.S. Mooto from 24 June to 4 August, 1995. Mr Mooto will be on a short study session on Public Health in Oslo, Norway.

**LARTNER, R., (MR)**  
has been appointed to act as Head of the Department of Surveying the period Professor A. Bujakiewicz will be acting Dean of the School of Engineering from 29 May to 21 June 1995.

## FORGER NABBED, SUSPENDED

A worker at the Dean of Students Offices (DOS) last week appeared before the Disciplinary Committee charged with forgery. It is believed that on an unknown date last year the said officer forged a University of London Certificate showing good B and C grades with a view of strengthening his case to transfer to the Accounts Section. He, however, holds a Zambian Form V certificate whose photocopies are in both his confidential file and at the Dean of Students departmental file.

Early this year he attempted to pressurise for either a promotion or transfer to the Accounts Section having 'bettered' his education through the London certificate! However, when the Appointments Committee sat to consider his case they discovered that his application had a different copy of certificate from that in the confidential file. This brought some suspicion and a Senior member of the Registrar's Office was mandated to write to London so that the authorities there can verify and justify the authenticity of the certificate. London declined and confirmed that it was a forged document. They advised UNZA authorities to handover the case to police and also send the false document to London. The gentleman is serving an indefinite suspension pending the outcome of his case.

Meanwhile a mechanic at the Transport Yard was last week suspended for abetting theft of University property. Facts are that his colleague bought a scrap body of a vehicle at an auction which was conducted some months ago at UNZA. However, when the buyer came to collect the body the UNZA Mechanic connived with the buyer to fix in an engine so that it is believed by unsuspecting Security Officers that the car had an engine in it during the auction. Unfortunately an alert eye of a checker sold them off!

## HANDSWORTH POLICE POST OPERATIONAL

The long awaited Police Post finally became operational on Monday, 22 May, 1995. The Police Post is at House No. E7, Handsworth Court. Initially, the Police Post was supposed to be opened and manned by Fifteen (15) Police Officers, but due to lack of accommodation, there are only five (5) officers (Officer-in-charge, Second-in-charge and 3 Constables). The constables are currently accommodated within the Police Post, while the Second-in-charge is awaiting to be accommodated at Junior Staff Quarters. The Police Command is ready to give a patrol vehicle specifically for UNZA Area so long accommodation is found for at least five more constables.

"My office in this regard has proposed to the University Management to demarcate the office Block which was left by JICA Construction Team at School of Vet-Medicine as accommodation for five Police officers," said Mr Cornelius Chimoka, the Acting Chief Security Officer. The Police Post will be known as "HANDSWORTH POLICE POST".

Meanwhile UNZA Security Office, as a good gesture has donated the following materials to the Police Post:

- (a) One Occurrence Book
- (b) One ream Statement Pad
- (c) One ream Investigations Pad
- (d) One Duty Roster Book
- (e) One Found Property Book
- (f) One Lost Property Book
- (g) One ream Police Medical

- Report
- (h) One ream bond paper
- (i) 150 Metres Twine Rope for the National Flag
- (j) One Rough Book
- (k) One Rapid Charger for Motorola Radios, and
- (l) One Prisoner's Property Book

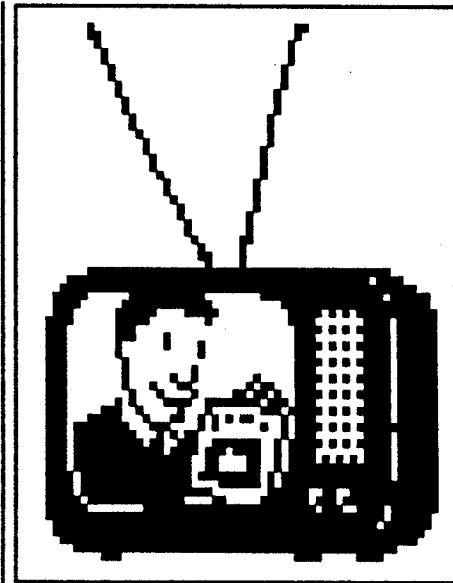
Mr Chimoka said that the official opening of the Police Post will be done at a later date.

## THIEVING LIBRARY ATTENDANT CORNERED

Mr Joseph Phiri was apprehended and charged with the offence of "Theft by Public Servant" on 26 May, 1995 at around 12.00 hours. Mr Phiri when arrested was found in possession of two books entitled 'Halsburys Law of England' New Edition Nos. 55 and 56. Upon searching his house fifty-three (53) other text books were recovered. He was detained at Munsali Police Post, the following day he led the security officers where he sold some other books at Town Centre where eleven (11) more books were recovered bringing the total number to 64 Text Books.

The security officers also found and retrieved

- (a) thirty-five (35) Library Pockets
- (b) Five (5) Clearance Forms for Borrowers of overdue books and
- (c) Eight (8) Cards for Short Loan Collections and some electrical fittings. The total value of books he stole is K857,913.00



## LABOUR DAY CEREMONY AWARDEES

Vice-Chancellor, Professor Andrew Siwela officiated, at Labour Day Awards Ceremony on Friday 2 June, 1995 held at the Graduation Forum from 14.15 hours.

The following were the recipients of the Awards:

1. Dr K.M. Haansungule - A reading desk and lamp
2. Ms Regina C. Shakakata - Copper plaque
3. Dr C. Chama - an engraved wrist watch
4. Mr G.S.M. Kawonga - a double bed and mattress
5. Mr W. Nundwe - a Coffee table
6. Mr W. Kateshi - a plough
7. Ms L. Mukuwe - a sewing machine
8. Mr G.N. Masheke - a bicycle
9. Mr L. Tembo - a plough
10. Ms M. Matafwali - television set
11. Mr W. Chibamba - a Radio Cas sette

## SIWELA GOES SOUTH

The Vice-Chancellor, Professor Andrew Siwela is on a two-week joint mission to educational and other related institutions in three South African countries.

The mission is jointly organised by both the Ministry of Education and the University of Zambia. The Zambian entourage will from 5 to 18 June, 1995 visit Botswana, Lesotho and Swaziland.

During his absence, Deputy Vice-Chancellor, Professor Jorry Mwenechanya will act as Vice-Chancellor.